

Governor's Workforce Investment Board Healthcare Taskforce

**Capitol Building, Helena
June 16, 2006**

MINUTES

Committee Members Present: Karen Sullivan, Chair; Lisa Addington; and Cindy Stergar.

Committee Members Present via Conference Call: Mike Downing, DDS; LeeAnna Muzquiz, MD; Wendy Palmer; and Pat Wise.

Committee Members Absent: Beverly Barnhart, Deb Matteucci, and Scot Mitchell.

Staff: Emily Lipp Sirota, Pam Watson, Leisa Smith, and Chris Wilhelm.

Guests: Mary Berg, Linda Moodry, Todd Younkin, Brad Eldredge, Webb Brown, and Dave Gibson.

Guests Present via Conference Call: Roberta Yeager.

Welcome and Introductions

Pam Watson requested speakers to identify themselves for the benefit of others participating in the conference call as well as to ensure accuracy of the minutes. Ms. Watson asked each member to introduce themselves, and explained the Taskforce was functioning under the State Workforce Investment Board (SWIB).

Taskforce Chair Karen Sullivan called the meeting to order at 10:12 a.m. and welcomed Taskforce members and guests. Chair Sullivan reminded members and guests professional positions would be a looming workforce issue as baby boomers age. She explained the SWIB's role was to advise Governor Schweitzer on statewide workforce system issues needing to be addressed.

Pam Watson conducted roll call and reviewed the documents provided to Taskforce members. Ms. Watson reviewed each SWIB Committee, the Youth Council, and their purpose.

Chairman Sullivan explained the Healthcare Taskforce was formed by SWIB Chairman Miles to collect and sift through all available data. The Taskforce would then supply the Governor and stakeholders with data in a consumable form. Taskforce recommendations would assist the Governor and policy makers to make decisions. Chair Sullivan recognized much data was collected in the past, but not much was done with that information.

Approval of Agenda

The Agenda was approved by consensus.

Discussion Items

Summary of Goals

Chair Sullivan reviewed the goals identified by SWIB Chairman Miles.

- Identify current and projected shortages within the health care industry.
- Identify regions in the state with shortage issues.
- Identify the cause of shortages.
- Propose remedies.

Chair Sullivan conveyed an email received from Darla Joyner, Executive Director for Career Transitions. Ms. Joyner wanted to ask Taskforce members to look outside health care professionals when identifying shortages. In her community the need was not for doctors and nurses, but rather for other support health care professions like medical coding, insurance billing, and medical transcription. She said Career Transitions had conducted two trainings from special incentive dollar grants that were very successful. Most of the training participants were currently employed in the field in which they received training.

Timeframe

Chair Sullivan stated the Taskforce was a work group with a measurable life span. Recommendations would be expected some time in September. The Office of the Commissioner of Higher Education (OCHE) has also formed a taskforce to review educational issues relative to healthcare. It has been focusing on what the University System has in comparison to what was available elsewhere. OCHE's taskforce was working with a longer timeframe of about ten years. They also formed a data group that is working with the Department of Labor and Industry's (DLI) Research and Analysis Bureau. OCHE's taskforce has offered to share their information.

Chair Sullivan said the SWIB's Healthcare Taskforce would be focusing on more emergent issues. Medical, Dental, and Mental Health would all be included in the identification and remedies. She identified telehealth as an up-and-coming option for health care, education, and training, and advised members Senator Burns had announced the introduction of a telemedicine bill. One option explored was to convey to the Governor the need for telemedicine funding. Emily Lipp Sirota reminded members they should be looking at acute problems, not long-range issues. She said long-range issues would be dealt with by OCHE's taskforce.

Research & Analysis Report

Brad Eldredge, Economist with the Research and Analysis Bureau (R&A) explained the types of statistics they compiled. He spoke about labor statistics, referencing the Economic Impact PowerPoint, and the Occupational Employment Statistic (OES) Survey. OES provided a variety of information. Wage information was available regionally and by larger Montana cities. Mr. Eldredge stated ten-year employment projections would be available from 2004 – 2014 in mid to late July. He indicated the openings and growth information could be useful for this taskforce. Other options given were staffing patterns and industry employment histories. Mr. Eldredge indicated some information was available in detail by county while some was not due to federal confidentiality guidelines. Cindy Stergar requested county breakouts for shortages that included populations serviced. Mr. Eldredge stated this information was already available for the 65 and older population.

Chair Sullivan asked if the Montana Hospital Association (MHA) broke their regions out the same way as R&A. Roberta Yager of MHA indicated they did not. MHA had five regions, while R&A had only four. MHA Regions were broken out by services rather than geographically or by

population. For example, MHA Region three was critical access only. Mr. Eldredge stated R&A had been compiling hospital information for MHA that could be made available to this taskforce and the OCHE taskforce. He also said OCHE course completion data was being matched to wage data.

Ms. Stergar asked if there was any comparison data to similar states. Mr. Eldredge answered nothing had been compiled, but it could be done. Ms. Sirota reminded members health care shortage was not an issues isolated to Montana. Other states could have had best practices available. She cautioned members Montana seemed to be moving at a pace similar to or faster than other states. Possible sources identified could be the National Governors' Association (NGA) or other national groups.

Chair Sullivan confirmed with taskforce members their preference for receiving materials via email. Mr. Eldredge indicated projections and wage information was only available by region, but industry and census information was available by county. He said only two nursing categories were currently included. Pat Wise stated all nursing categories were available from licensing information. Lisa Addington said she could provide this information. Mr. Eldredge explained the MHA survey might have been a better resource, but it only included hospitals. Ms. Stergar noted support staff was not included.

The possibility of using Job Service Workforce Center postings to gather data was discussed. Ingrid Childress stated the job registry system had just changed. She would check with technical staff regarding availability of archive information, and provide whatever was available.

Montana Hospital Association Presentation

Roberta Yager, Information Services Coordinator for the Montana Hospital Association (MHA), presented the 2005 MHA Workforce Staffing Survey. The staffing survey was a statewide survey of all facilities. Ms. Yager said MHA also performed a salary survey of MHA members that she could provide. The 2006 MHA Workforce Staffing Survey was expected to be completed within a week.

Ms. Yager explained the survey originated in 2000 because the Health Resources and Services Administration (HRSA) said shortages existed. HRSA and MHA's surveys didn't cover the same time period, and not all facilities participated in both survey. The results indicated some variances by facility because of the differences between the surveys. Some of MHA's survey information was available to be trended back to 2000. Ms. Yager mentioned the survey tool had changed several times from 2000 to 2003. She said no survey had been performed in 2004 due to timing. Discussion ensued regarding vacancy rates, turnover, and the percent of surveys returned.

Licensing Report

Lisa Addington, Licensing Bureau Chief for the DLI Health Care Licensing Bureau reported what her bureau did within the Department of Labor and Industry, and how their information could be used. She said the Health Care Licensing Bureau covered 21 professionally licensed boards with a total of 136 board members. A detailed database was available to extract information. Ms. Addington said Boards could be approached with legislation.

Ms. Stergar asked how many individuals applied for each licensed profession in the last five years, and whether they are native Montanans or not. She wanted to know if information was available at the county level. Ms. Wise asked how many of the 50+ health care occupations required licensing in Montana. Ms. Addington said she would provide a complete list of licensed

health care occupations; the number of individuals who applied to be licensed; the number of individuals who were licensed; the number of individuals who received their education in Montana and from which institution; the number of licensed individuals currently working, and the county they are working in; and trend back all possible information for the last five years

Chairman Sullivan asked what the bottlenecks were and where they were in the processes. Ms. Sirota indicated OCHE was working on identifying bottlenecks, and said she would speak to their data person regarding availability of the information. Discussion was held regarding the ability of this taskforce to recommend changes in the two-year college system. It was decided the Board of Regents made funding determinations, thus the two-year college system was not an area this taskforce could influence.

Discussion of other Materials

No other materials were provided for discussion.

Committee Discussion

Creative approaches were discussed. Chair Sullivan mentioned private sector was coming up with innovative solutions to attract employees. She said Katherine Ann Campbell in White Sulphur Springs would be able to offer a good perspective, and should be invited to speak to the taskforce. Ms. Stergar wanted to hear what the Native American two-year schools were doing.

Eastern Montana is delivering telehealth health care and education through the Billings Clinic and St. Vincent's Hospital. The possibilities for telehealth and the types of services possible through telehealth were discussed. The challenge would be funding for equipment. Mike Downing stated staffing in rural and urban areas is a constant struggle.

Ms. Watson suggested a presentation by the State Registered Apprenticeship and Training Program to learn how they could potentially partner with others in the system to serve as a solution once issues are defined. She said Montana has a pharmacy tech apprenticeship program. It would not work for all health care fields, but it might be an option for some. Chair Sullivan requested a representative from the State Registered Apprenticeship and Training Program attend the next meeting.

Ms. Stergar requested census data for citizens age 65 and older. She suggested staffing shortages be mapped out by county and color-coded by category of service. It was agreed the mapping would be a good finished product and could identify recommendations for the top areas.

Ms. Wise offered retention information from the Montana Nurses Association (MNA).

Ms. Watson requested members to please send information to her via email as they begin submitting data or reports.

Dave Gibson, Associate Commissioner for Economic Development and Outreach for OCHE spoke. He advised members the Board of Regents has an executive planning process where budgets are submitted. This committee will focus on the most effective delivery and bottlenecks. Current data does not identify bottlenecks due to data disconnects with tribal and private colleges. The committee will have better data in the fall. Mr. Gibson suggested local facilities and boards could address shortages and retention with incentives or training. He stated he is pleased the SWIB has made health care shortages a priority and committed to

having a presence at all Healthcare Taskforce meetings. Mr. Gibson advised OCHE's taskforce would be meeting again in August.

Next Meeting

The next meeting was scheduled as a conference call for Wednesday, July 19, 2006 from 10:00 a.m. to 12:00 p.m.

Adjournment

With no further business, the meeting was adjourned at 12:00 p.m.

Summary of Commitments

Karen Sullivan, Chairman

- Invite Katherine Ann Campbell of White Sulphur Springs to speak at a meeting

Lisa Addington

- All nursing categories wage information
- Complete list of licensed health care occupations
- Number of individuals applied to be licensed by occupation
- Number of individuals licensed by occupation
- Number of individuals who received their education in Montana and from which institution
- Number of licensed individuals working in Montana and the county they are working in
- All possible information trended back five years

Pat Wise

- Retention information from MNA

Ingrid Childress

- Health care related position postings from current and archived job registry systems

Brad Eldredge (R&A)

- 65 and older census data by county
- County demographics

Roberta Yager (MHA)

- Salary survey of MHA members
- 2006 staffing survey

Emily Lipp Sirota

- Bottlenecks identified by OCHE

Pam Watson

- Invite representative from State Registered Apprenticeship and Training Program for next meeting